

LAS VEGAS POLICE DEPARTMENT	PERSONNEL
SUBJECT: <i>Compensation, Benefits, and Conditions of Work</i>	NUMBER: PER.3
EFFECTIVE DATE: <i>9 September 2010</i>	REVIEW DATE: <i>6</i>
AMENDS/SUPERSEDES:	APPROVED: <i>Chief of Police Gary Gold</i>
NMMLEPSC STANDARDS: <i>PER.03.01-PER.03.03</i>	NMSA:

I. **PURPOSE:**

The purpose of this policy is to ensure the efficient and effective management of the Compensation, Benefits, and Conditions of work function by providing administrative guidance that identifies the responsibilities and compensation, benefits and conditions of work within the uniform and other components of the department.

II. **POLICY:**

It is the policy of the Las Vegas Police Department to manage the function of compensation, benefits and conditions of work in an effective and efficient manner by coordinating the efforts of uniform and other organizational components as provided in this policy.

III. **APPLICABILITY:**

This policy is applicable to all commissioned and non - commissioned personnel of the Las Vegas Police Department.

IV. **REFERENCES:**

- A. Las Vegas Police Department
- B. New Mexico Law Enforcement Accreditation Personnel 03.01-Per03.03
- C. Agreement between the City of Las Vegas and the Las Vegas Police Officer's Association

V. **DEFINITIONS:**

- A. Benefits: non-monetary employment compensation
- B. Compensation: such as a wage or salary to pay people for their work

C. PERA: a public employee pension plan

VI. **PROCEDURE:**

All compensation, benefits, and conditions of work will fall under the City and Labor Contract.

A. SALARY PROGRAM

All salary levels will be in compliance with current City pay plan.

1. Entry level salary for the police department;
2. Salary differential with in ranks;
3. Salary differential between ranks;
4. Compensatory time policy;
5. Overtime policy

B. LEAVE PROGRAM

1. Administrative leave
2. Holiday leave
3. Sick leave
4. Vacation (annual) leave

D. PERA

1. Retirement program
2. Health insurance program
3. Disability and death benefits programs
4. Liability protection program

VII. **ATTACHMENTS**

NONE